

**Comparison Between  
Wisconsin Family and Medical Leave and  
Federal Family and the Federal Family and Medical Leave Act  
As Applied to the City of Milwaukee**

<b>Type of Leave</b>	<b>Wisconsin Medical and Family Leave</b>	<b>Federal Family and Medical Leave Act</b>
Employee's serious health condition	Allows a combined maximum of 2 weeks paid sick leave, comp time, vacation and/or unpaid time per calendar year.	Allows a combined maximum of 12 weeks paid sick leave, comp time, vacation and/or unpaid time per calendar year.
Care of employee's child, spouse, or parent with a serious health condition	Allows a combined maximum of 2 weeks paid sick leave, comp time, vacation and/or unpaid time per calendar year. Parent's-in-law allowed under state FMLA only.	Allows a combined maximum of 12 weeks including paid comp time, vacation and/or unpaid time per calendar year—but not sick leave.
Birth or placement for adoption of a child.	Allows a combined maximum of 6 weeks paid sick leave, comp time, vacation and/or unpaid time per calendar year that must commence within 16 weeks of birth or placement.	Allows a combined maximum of 12 weeks including paid comp time, vacation and/or unpaid time per calendar year—but not sick leave. Leave must commence within 12 months of birth or placement for adoption.
The placement for foster care of a child.	No Provision	Allows a combined maximum of 12 weeks including paid comp time, vacation and/or unpaid time per calendar year—but not sick leave. Leave must commence within 12 months of placement for foster care.
Military Caregiver Leave The care of a spouse, son, daughter, parent, or next of kin who is a member of the US Armed Forces.	No Provision	26 workweeks during a single 12-month period
Exigency Leave A qualifying exigency arising from the fact that a spouse, son, daughter or parent is on active duty or has been notified of an impending call or order to active duty in the National Guard or Reserves.	No Provision	12 weeks during a single 12-month period